APPENDIX

The Appendix section contains information supporting the budget, including City taxes and rates, budget-related ordinances and a glossary of commonly used terms. It also includes lists for fleet vehicle replacement, hardware and software maintenance contracts and human services agency contracts.

City Taxes & Tax Rates	343
Job and Salary Classifications	344
Human Services Agency Contracts	354
IT Maintenance Contracts	357
Vehicle Replacements	362
Budget Adoption Ordinance	365
Property Tax Levy Ordinance	370
Glossarv	373

This page left intentionally blank.

CITY TAXES AND TAX RATES

		2019	2020
PROPERTY TAX LEVY			
per \$1,000 assessed valuation (2020 estimated)	\$	1.49065 \$	1.43853
SALES TAX RATE			
State		6.5%	6.5%
King County		1.2%	1.2%
Regional Transit Authority (effective 4/1/2017)		1.4%	1.4%
City of Kent		0.9%	0.9%
Total Sales Tax Rate		10.0%	10.0%
BUSINESS & OCCUPATION TAX RATES			
Per Gross Receipts - \$250,000 annual threshold			
Retail		0.046%	0.046%
Manufacturing		0.046%	0.046%
Wholesale		0.152%	0.200%
Services		0.152%	0.152%
Per Square Footage			
Warehouses		\$0.06	\$0.09
Others		\$0.02	\$0.02
OTHER CITY TAXES AND TAX RATES			
Electric Utility Tax		6.0%	6.0%
Natural Gas Utility Tax		6.0%	6.0%
Telephone Utility Tax		6.0%	6.0%
Cable Television Utility Tax		6.0%	6.0%
Garbage Utility Tax		18.4%	18.4%
Water Utility Tax		13.0%	13.0%
Sewer Utility Tax		9.5%	9.5%
Stormwater Utility Tax		19.5%	19.5%
Gambling Taxes:			
Card Rooms *		11.0%	11.0%
Punch Board and Pull Tabs **		10.0%	10.0%
Bingo and Raffles **		5.0%	5.0%
Amusement Games **		2.0%	2.0%
* applied on gross receipts			
** applied on gross receipts net of the amount awarded as pri	ze	S	

ELECTED OFFICIALS

Job Classification	Range	2019 Annual Salary
Mayor	*NMAYOR	\$152,340
	VEEO	***
Council President	*EEO	\$16,404
Council Member	*EFO	\$15,564
		410,00
Judge	LV2	\$156,097

^{*}Salaries are established by ordinance, authorized by Ordinance #4169 (September 2015) and Ordinance #4183 (December 2015)

DEPARTMENT DIRECTORS

		2019 Annual Salary				
Job Classification	Range	Low	Mid	High		
Chief Administrative Officer	LV1	\$152,628	\$186,138	\$219,648		
Court Administrator	LV2	123,036	156,906	190,776		
Director-City Attorney	LV2	123,036	156,906	190,776		
Director-Economic & Comm Dev	LV2	123,036	156,906	190,776		
Director-Finance	LV2	123,036	156,906	190,776		
Director-Human Resources	LV2	123,036	156,906	190,776		
Director-Information Technology	LV2	123,036	156,906	190,776		
Director-Police Chief	LV2	123,036	156,906	190,776		
Director-Parks	LV2	123,036	156,906	190,776		
Director-Public Works	LV2	123,036	156,906	190,776		

CITY ATTORNEY'S OFFICE

Non Union Positions Paid on Merit System

		2019 Annual Salary			
Job Classification	Range	Low	Mid	High	
Civil Attorney	NATY	\$77,916	\$100,182	\$122,448	
Prosecuting Attorney	NATY	77,916	100,182	122,448	
Senior Assistant City Attorney	NSATY	92,328	114,612	136,896	
Chief Prosecuting Attorney	NCPA	98,532	119,424	140,316	
Deputy City Attorney	NDCA	109,788	133,110	156,432	

Number of employees as of January 1, 2019: 11

AFSCME LOCAL 2617

		2019 Step and Annual Salary Schedule				
Position	Range	A	В	C	D	E
Custodian	15	\$42,456	\$44,520	\$46,752	\$49,152	\$51,684
Parking Enforcement Assistant	18	45,612	47,916	50,340	53,040	55,704
Custodial Lead	20	47,916	50,340	53,040	55,704	58,656
Office Technician 3	20	47,916	50,340	53,040	55,704	58,656
Legal Secretary 1	22	50,340	53,040	55,704	58,656	61,428
Accounting Services Assistant 3	22	50,340	53,040	55,704	58,656	61,428
Administrative Assistant 1	23	51,684	54,288	57,024	59,856	62,868
Account Representative	24	53,040	55,704	58,656	61,428	64,572
Police Records Specialist	24	53,040	55,704	58,656	61,428	64,572
Accounting Technician	25	54,288	57,024	59,856	62,868	66,084
Evidence Custodian	25	54,288	57,024	59,856	62,868	66,084
Administrative Assistant 2	27	57,024	59,856	62,868	66,084	69,504
Camera Technician	28	58,656	61,428	64,572	67,848	71,112
Contract Specialist	27	57,024	59,856	62,868	66,084	69,504
Development Permit Technician	27	57,024	59,856	62,868	66,084	69,504
Planning Technician	27	57,024	59,856	62,868	66,084	69,504
Property Management Technician	27	57,024	59,856	62,868	66,084	69,504
Evidence Technician	28	58,656	61,428	64,572	67,848	71,112
Police Corrections Officer	28	58,656	61,428	64,572	67,848	71,112
Multi Media Specialist 2	29	59,856	62,868	66,084	69,504	72,948
Facilities Services Supervisor	30	61,428	64,572	67,848	71,112	74,724
Financial Analyst	30	61,428	64,572	67,848	71,112	74,724
Operations Analyst	30	61,428	64,572	67,848	71,112	74,724
Paralegal	30	61,428	64,572	67,848	71,112	74,724
Prosecution Paralegal	30	61,428	64,572	67,848	71,112	74,724
Graphics Specialist 3	31	62,868	66,084	69,504	72,948	76,668
Admin Services Supervisor	32	64,572	67,848	71,112	74,724	78,492
Deputy City Clerk	32	64,572	67,848	71,112	74,724	78,492
Evidence Technician Supervisor	32	64,572	67,848	71,112	74,724	78,492
Financial Services Supervisor	32	64,572	67,848	71,112	74,724	78,492
Permit Center Supervisor	32	64,572	67,848	71,112	74,724	78,492
Police Records Supervisor	32	64,572	67,848	71,112	74,724	78,492
Public Records Admin	32	64,572	67,848	71,112	74,724	78,492
Central Financial Analyst	33	66,084	69,504	72,948	76,668	80,508
Code Enforcement Officer	34	67,848	71,112	74,724	78,492	82,488
Community Education Coordinator	34	67,848	71,112	74,724	78,492	82,488
Police Crime Analyst	34	67,848	71,112	74,724	78,492	82,488
Tax & License Compliance Officer	34	67,848	71,112	74,724	78,492	82,488

AFSCME LOCAL 2617

	2019 Step and Annual Salary Schedule					edule
Position	Range	A	В	C	D	E
Combination Building Inspector	35	\$69,504	\$72,948	\$76,668	\$80,508	\$84,504
Police Corrections Sergeant	35	69,504	72,948	76,668	80,508	84,504
Creative Art Dir Coordinator	36	71,112	74,724	78,492	82,488	86,856
Printing Media Coordinator	36	71,112	74,724	78,492	82,488	86,856
Video Program Coordinator	36	71,112	74,724	78,492	82,488	86,856
Accountant	37	72,948	76,668	80,508	84,504	88,944
B&O Desk Auditor	37	72,948	76,668	80,508	84,504	88,944
Lead Combo Building Inspector	37	72,948	76,668	80,508	84,504	88,944
Plans Examiner	37	72,948	76,668	80,508	84,504	88,944
Research & Development Analyst	37	72,948	76,668	80,508	84,504	88,944
Senior Financial Analyst	37	72,948	76,668	80,508	84,504	88,944
Lead Plans Examiner	39	76,668	80,508	84,504	88,944	93,372
Payroll Business Analyst	39	76,668	80,508	84,504	88,944	93,372
Cash and Investment Officer	41	80,508	84,504	88,944	93,372	98,100
Senior Accountant	41	80,508	84,504	88,944	93,372	98,100
B & O Program Auditor	42	82,512	86,652	90,984	95,520	100,296

Number of employees as of January 1, 2019: 151 (Includes vacant positions)

Contract Expiration: December 31, 2019

Longevity Schedule						
5 years	1% of Base Salary					
10 years	2% of Base Salary					
15 years	3% of Base Salary					
20 years	4% of Base Salary					

NON-REPRESENTED

		2019 Step and Annual Salary Schedule				
Position	Range	A	В	C	D	E
Van Driver	16	\$43,524	\$45,600	\$47,904	\$50,340	\$53,028
Administrative Assistant 1	23	51,648	54,276	57,000	59,856	62,856
Assistant Golf Professional	24	53,028	55,680	58,656	61,392	64,548
Parks Program Assistant	24	53,028	55,680	58,656	61,392	64,548
Judicial Specialist	26	55,680	58,656	61,392	64,548	67,824
Administrative Assistant 2	27	57,000	59,856	62,856	66,060	69,492
Civil Legal Secretary	27	57,000	59,856	62,856	66,060	69,492
Court Security Officer	27	57,000	59,856	62,856	66,060	69,492
Parks Program Assistant 2	27	57,000	59,856	62,856	66,060	69,492
Parks Systems Support Specialist	27	57,000	59,856	62,856	66,060	69,492
Human Services Specialist	28	58,656	61,392	64,548	67,824	71,088
Parks/Fac Planning & Dev Specialist	28	58,656	61,392	64,548	67,824	71,088
Engineering Technician 1	29	59,856	62,856	66,060	69,492	72,936
Recreation Facility Lead	30	61,392	64,548	67,824	71,088	74,712
Cross Connect Control Assistant	31	62,856	66,060	69,492	72,936	76,656
Lead Judicial Specialist	31	62,856	66,060	69,492	72,936	76,656
Project Coordinator	31	62,856	66,060	69,492	72,936	76,656
Administrative Assistant 3	32	64,548	67,824	71,088	74,712	78,480
Technical Support Specialist 2	32	64,548	67,824	71,088	74,712	78,480
Construction Inspector	33	66,060	69,492	72,936	76,656	80,496
Senior Construction Inspector	33	66,060	69,492	72,936	76,656	80,496
Cross Connect Control Inspector	34	67,824	71,088	74,712	78,480	82,488
Engineering Technician 2	34	67,824	71,088	74,712	78,480	82,488
Golf Accounting Supervisor	34	67,824	71,088	74,712	78,480	82,488
Land Survey Technician	34	67,824	71,088	74,712	78,480	82,488
Parks Program Coordinator	34	67,824	71,088	74,712	78,480	82,488
Probation Officer	34	67,824	71,088	74,712	78,480	82,488
Service Desk Lead	34	67,824	71,088	74,712	78,480	82,488
Signal Technician	34	67,824	71,088	74,712	78,480	82,488
Storm/ Drain Facilities Inspector	34	67,824	71,088	74,712	78,480	82,488
Head Golf Professional	35	69,492	72,936	76,656	80,496	84,480
Planning Admin Supervisor	35	69,492	72,936	76,656	80,496	84,480
Technical Writer/Trainer	35	69,492	72,936	76,656	80,496	84,480
CTR Program Coordinator	36	71,088	74,712	78,480	82,488	86,832
Executive Assistant/ Mgmt Analyst	36	71,088	74,712	78,480	82,488	86,832
Human Resources Analyst	37	72,936	76,656	80,496	84,480	88,932
Human Services Coordinator	37	72,936	76,656	80,496	84,480	88,932
Legal Analyst	37	72,936	76,656	80,496	84,480	88,932

NON-REPRESENTED

Position Range A B C D E Planner 37 \$72,936 \$76,656 \$80,496 \$84,480 \$88,932 Senior Construction Inspector 37 72,936 76,656 80,496 84,480 88,932 Park/Fac Planning & Dev Coord 38 74,712 78,480 82,488 86,832 91,224 Senior Signal Technician 38 74,712 78,480 82,488 86,832 91,224 Communications Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Ingering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Muman Services Coo			2019	Step and	Annual S	alary Sch	edule
Senior Construction Inspector 37 72,936 76,656 80,496 84,480 88,932 Park/Fac Planning & Dev Coord 38 74,712 78,480 82,488 86,832 91,224 Senior Signal Technician 38 74,712 78,480 82,488 86,832 91,224 Communications Coordinator 39 76,656 80,496 84,480 88,932 93,360 Neighborhood Program Coordinator 39 76,656 80,496 84,480 88,932 93,360 Neighborhood Program Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineering Technician 3 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Senior Human Sevices Coordi	Position	Range					
Park/Fac Planning & Dev Coord 38 74,712 78,480 82,488 86,832 91,224 Senior Signal Technician 38 74,712 78,480 82,488 86,832 91,224 Communications Coordinator 39 76,656 80,496 84,480 88,932 93,360 Conservation Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760	Planner	37	\$72,936	\$76,656	\$80,496	\$84,480	\$88,932
Senior Signal Technician 38 74,712 78,480 82,488 86,832 91,224 Communications Coordinator 39 76,656 80,496 84,480 88,932 93,360 Neighborhood Program Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineering Technician 3 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator	Senior Construction Inspector	37	72,936	76,656	80,496	84,480	88,932
Communications Coordinator 39 76,656 80,496 84,480 88,932 93,360 Conservation Coordinator 39 76,656 80,496 84,480 88,932 93,360 Neighborhood Program Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer I 40 78,480 82,488 86,832 91,224 95,760 Engineer I 40 78,480 82,488 86,832 91,224 95,760 Engineer I 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41<	Park/Fac Planning & Dev Coord	38	74,712	78,480	82,488	86,832	91,224
Conservation Coordinator 39 76,656 80,496 84,480 88,932 93,360 Neighborhood Program Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources P	Senior Signal Technician	38	74,712	78,480	82,488	86,832	91,224
Neighborhood Program Coordinator 39 76,656 80,496 84,480 88,932 93,360 Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Reso	Communications Coordinator	39	76,656	80,496	84,480	88,932	93,360
Civil Engineering Designer I 40 78,480 82,488 86,832 91,224 95,760 Engineering Technician 3 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer I 40 78,480 82,488 86,832 91,224 95,760 Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 43 84,480 88,932 93,360 98,076 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 Engineer 10 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932	Conservation Coordinator	39	76,656	80,496	84,480	88,932	93,360
Engineering Technician 3 40 78,480 82,488 86,832 91,224 95,760 Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Fenior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner	Neighborhood Program Coordinator	39	76,656	80,496	84,480	88,932	93,360
Engineer Project Coordinator 40 78,480 82,488 86,832 91,224 95,760 Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Probation Flanner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 4	Civil Engineering Designer I	40	78,480	82,488	86,832	91,224	95,760
Engineer 1 40 78,480 82,488 86,832 91,224 95,760 Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,83	Engineering Technician 3	40	78,480	82,488	86,832	91,224	95,760
Parks Facility/Program Manager 40 78,480 82,488 86,832 91,224 95,760 Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst	Engineer Project Coordinator	40	78,480	82,488	86,832	91,224	95,760
Senior Human Services Coordinator 40 78,480 82,488 86,832 91,224 95,760 Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 4	Engineer 1	40	78,480	82,488	86,832	91,224	95,760
Survey Party Chief 40 78,480 82,488 86,832 91,224 95,760 Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43	Parks Facility/Program Manager	40	78,480	82,488	86,832	91,224	95,760
Court Supervisor 41 80,496 84,480 88,932 93,360 98,076 GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst	Senior Human Services Coordinator	40	78,480	82,488	86,832	91,224	95,760
GIS Coordinator 41 80,496 84,480 88,932 93,360 98,076 Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 Coil Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 Finicipal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Survey Party Chief	40	78,480	82,488	86,832	91,224	95,760
Human Resources Performance Analyst 41 80,496 84,480 88,932 93,360 98,076 Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capi	Court Supervisor	41	80,496	84,480	88,932	93,360	98,076
Probation Supervisor 41 80,496 84,480 88,932 93,360 98,076 Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil En	GIS Coordinator	41	80,496	84,480	88,932	93,360	98,076
Senior Human Resources Analyst 41 80,496 84,480 88,932 93,360 98,076 Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672	Human Resources Performance Analyst	: 41	80,496	84,480	88,932	93,360	98,076
Senior Planner 41 80,496 84,480 88,932 93,360 98,076 Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 En	Probation Supervisor	41	80,496	84,480	88,932	93,360	98,076
Network Engineer 42 82,488 86,832 91,224 95,760 100,572 Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 <td< td=""><td>Senior Human Resources Analyst</td><td>41</td><td>80,496</td><td>84,480</td><td>88,932</td><td>93,360</td><td>98,076</td></td<>	Senior Human Resources Analyst	41	80,496	84,480	88,932	93,360	98,076
Project Analyst 42 82,488 86,832 91,224 95,760 100,572 Senior Parks Facility/Program Manager 42 82,488 86,832 91,224 95,760 100,572 Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 <	Senior Planner	41	80,496	84,480	88,932	93,360	98,076
Senior Parks Facility/Program Manager4282,48886,83291,22495,760100,572Conservation Analyst4384,48088,93293,36098,076102,960Senior ERP Business Analyst4384,48088,93293,36098,076102,960Assistant City Land Surveyor4486,83291,22495,760100,572105,672Capital Projects Adminstrator4486,83291,22495,760100,572105,672Civil Engineering Designer II4486,83291,22495,760100,572105,672Construction Supervisor4486,83291,22495,760100,572105,672Engineer 24486,83291,22495,760100,572105,672GIS Supervisor4486,83291,22495,760100,572105,672Principal Planner4588,93293,36098,076102,960108,312Project Manager4588,93293,36098,076102,960108,312Senior Network Engineer4588,93293,36098,076102,960108,312Senior Transportation Planner4588,93293,36098,076102,960108,312Senior Transportation Planner4588,93293,36098,076102,960108,312Technical Systems Analyst4588,93293,36098,076102,960108,312	Network Engineer	42	82,488	86,832	91,224	95,760	100,572
Conservation Analyst 43 84,480 88,932 93,360 98,076 102,960 Senior ERP Business Analyst 43 84,480 88,932 93,360 98,076 102,960 Assistant City Land Surveyor 44 86,832 91,224 95,760 100,572 105,672 Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960	Project Analyst	42	82,488	86,832	91,224	95,760	100,572
Senior ERP Business Analyst4384,48088,93293,36098,076102,960Assistant City Land Surveyor4486,83291,22495,760100,572105,672Capital Projects Adminstrator4486,83291,22495,760100,572105,672Civil Engineering Designer II4486,83291,22495,760100,572105,672Construction Supervisor4486,83291,22495,760100,572105,672Engineer 24486,83291,22495,760100,572105,672Principal Planner4588,93291,22495,760100,572105,672Principal Planner4588,93293,36098,076102,960108,312Senior Network Engineer4588,93293,36098,076102,960108,312Senior Systems Analyst4588,93293,36098,076102,960108,312Senior Transportation Planner4588,93293,36098,076102,960108,312Technical Systems Analyst4588,93293,36098,076102,960108,312	Senior Parks Facility/Program Manager	42	82,488	86,832	91,224	95,760	100,572
Assistant City Land Surveyor4486,83291,22495,760100,572105,672Capital Projects Adminstrator4486,83291,22495,760100,572105,672Civil Engineering Designer II4486,83291,22495,760100,572105,672Construction Supervisor4486,83291,22495,760100,572105,672Engineer 24486,83291,22495,760100,572105,672GIS Supervisor4486,83291,22495,760100,572105,672Principal Planner4588,93293,36098,076102,960108,312Project Manager4588,93293,36098,076102,960108,312Senior Network Engineer4588,93293,36098,076102,960108,312Senior Systems Analyst4588,93293,36098,076102,960108,312Senior Transportation Planner4588,93293,36098,076102,960108,312Technical Systems Analyst4588,93293,36098,076102,960108,312	Conservation Analyst	43	84,480	88,932	93,360	98,076	102,960
Capital Projects Adminstrator 44 86,832 91,224 95,760 100,572 105,672 Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 <td>Senior ERP Business Analyst</td> <td>43</td> <td>84,480</td> <td>88,932</td> <td>93,360</td> <td>98,076</td> <td>102,960</td>	Senior ERP Business Analyst	43	84,480	88,932	93,360	98,076	102,960
Civil Engineering Designer II 44 86,832 91,224 95,760 100,572 105,672 Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Assistant City Land Surveyor	44	86,832	91,224	95,760	100,572	105,672
Construction Supervisor 44 86,832 91,224 95,760 100,572 105,672 Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Capital Projects Adminstrator	44	86,832	91,224	95,760	100,572	105,672
Engineer 2 44 86,832 91,224 95,760 100,572 105,672 GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Civil Engineering Designer II	44	86,832	91,224	95,760	100,572	105,672
GIS Supervisor 44 86,832 91,224 95,760 100,572 105,672 Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Construction Supervisor	44	86,832	91,224	95,760	100,572	105,672
Principal Planner 45 88,932 93,360 98,076 102,960 108,312 Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Engineer 2	44	86,832	91,224	95,760	100,572	105,672
Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	GIS Supervisor	44	86,832	91,224	95,760	100,572	105,672
Project Manager 45 88,932 93,360 98,076 102,960 108,312 Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312		45	88,932	93,360	98,076	102,960	108,312
Senior Network Engineer 45 88,932 93,360 98,076 102,960 108,312 Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Project Manager	45	88,932	93,360	98,076		108,312
Senior Systems Analyst 45 88,932 93,360 98,076 102,960 108,312 Senior Transportation Planner 45 88,932 93,360 98,076 102,960 108,312 Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Senior Network Engineer	45				102,960	
Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Senior Systems Analyst	45		93,360	98,076		
Technical Systems Analyst 45 88,932 93,360 98,076 102,960 108,312	Senior Transportation Planner	45	88,932	93,360	98,076	102,960	108,312
·	Technical Systems Analyst	45					
	Traffic Signal Systems Supervisor			93,360		102,960	

NON-REPRESENTED

		2019	Step and	d Annual S	Salary Sch	edule
Position	Range	A	В	C	D	E
Assistant Building Services Manager	46	\$91,224	\$95,760	\$100,572	\$105,672	\$110,988
City Clerk	46	91,224	95,760	100,572	105,672	110,988
Parks Accounting Manager	46	91,224	95,760	100,572	105,672	110,988
PW Accounting Manager	46	91,224	95,760	100,572	105,672	110,988
Business Systems Analyst	47	93,360	98,076	102,960	108,312	113,736
Environmental Supervisor	47	93,360	98,076	102,960	108,312	113,736
Lead Network Engineer	47	93,360	98,076	102,960	108,312	113,736
Senior Applications Developer	47	93,360	98,076	102,960	108,312	113,736
Senior Systems Engineer	47	93,360	98,076	102,960	108,312	113,736
City Land Surveyor	48	95,760	100,572	105,672	110,988	116,544
Economic Dev Program Manager	48	95,760	100,572	105,672	110,988	116,544
Engineer 3	48	95,760	100,572	105,672	110,988	116,544
Golf Course Manager	48	95,760	100,572	105,672	110,988	116,544
Human Services Manager	48	95,760	100,572	105,672	110,988	116,544
Multi Media Manager	48	95,760	100,572	105,672	110,988	116,544
Support Services Manager-Police	48	95,760	100,572	105,672	110,988	116,544
Comm & Gov't Affairs Manager	49	98,076	102,960	108,312	113,736	119,436
Lead Systems & Design Engineer	49	98,076	102,960	108,312	113,736	119,436
Drainage and Sewer Manager	50	100,572	105,672	110,988	116,544	122,448
Facilities Superintendent	50	100,572	105,672	110,988	116,544	122,448
Fleet/Warehouse Manager	50	100,572	105,672	110,988	116,544	122,448
Parks Planning & Dev Manager	50	100,572	105,672	110,988	116,544	122,448
Street and Vegetation Manager	50	100,572	105,672	110,988	116,544	122,448
Superintendent - Park Ops	50	100,572	105,672	110,988	116,544	122,448
Water Systems Manager	50	100,572	105,672	110,988	116,544	122,448
Accounting Manager	51	102,960	108,312	113,736	119,436	125,580
City Auditor	51	102,960	108,312	113,736	119,436	125,580
Customer Services Manager	51	102,960	108,312	113,736	119,436	125,580
Human Resources Manager	51	102,960	108,312	113,736	119,436	125,580
Labor Relations Manager	51	102,960	108,312	113,736	119,436	125,580
Police Corrections Commander	51	102,960	108,312	113,736	119,436	125,580
Recreation Superintendent	51	102,960	108,312	113,736	119,436	125,580
Risk Manager	51	102,960	108,312	113,736	119,436	125,580
Current Planning Manager	52	105,672	110,988	116,544	122,448	128,676
Long-Range Planning Manager	52	105,672	110,988	116,544	122,448	128,676
Project Management Office Manager	52	105,672	110,988	116,544	122,448	128,676
Building Services Manager	53	108,312	113,736	119,436	125,580	131,868
Chief Economic Development Officer	53	108,312	113,736	119,436	125,580	131,868

NON-REPRESENTED

	2019 Step and Annual Salary Schedule				edule	
Position	Range	A	В	C	D	E
Engineer 4	53	\$108,312	\$113,736	\$119,436	\$125,580	\$131,868
Engineer 4/Supervisor	53	108,312	113,736	119,436	125,580	131,868
IS System Division Manager	54	110,988	116,544	122,448	128,676	135,024
Land Survey/GIS Manager	54	110,988	116,544	122,448	128,676	135,024
Systems Division Manager	54	110,988	116,544	122,448	128,676	135,024
Technical Services Manager	54	110,988	116,544	122,448	128,676	135,024
Construction Manager	57	119,436	125,580	131,868	138,468	145,416
Engineering Manager	57	119,436	125,580	131,868	138,468	145,416
CK Sound Transit Liaison	60	128,676	135,024	141,852	148,980	156,396
City Engineer	60	128,676	135,024	141,852	148,980	156,396
Deputy Finance Director	60	128,676	135,024	141,852	148,980	156,396
Deputy ECD Director	60	128,676	135,024	141,852	148,980	156,396
Deputy HR Director	60	128,676	135,024	141,852	148,980	156,396
Deputy Parks Director	60	128,676	135,024	141,852	148,980	156,396
PW Operations Manager	60	128,676	135,024	141,852	148,980	156,396

Number of employees as of January 1, 2019: 232 (Includes vacant positions)

Includes all non-represented permanent positions

Longevity Schedule		
5 years	1% of Base Salary	
10 years	2% of Base Salary	
15 years	3% of Base Salary	
20 years	4% of Base Salary	

Managen	nent Benefits
A+	\$3,028
Α	\$2,274
В	\$1,893
C	\$1,517

POLICE

Job Classification	Range	2019 Annual Salary	
Police Assistant Chief	AC	\$156,180	
Police Commander	CM	\$132,348	
Police Sergeant	SG	\$107,136	

	2019 Step and Annual Salary Schedule						
Job Classification	Range	A	В	C	D	E	F
Police Patrol Officer	PT	\$68,520	\$70,884	\$74,412	\$78,696	\$83,676	\$89,208

Number of employees as of January 1, 2019: 159 (Includes vacant positions)

Rates do not include 1% accreditation pay

Contract Expiration: December 31, 2021

Longevity Schedule			
5 years	2% of Base Salary		
10 years	4% of Base Salary		
12 years	4.5% of Base Salary		
15 years	6% of Base Salary		
20 years	9% of Base Salary		
25 years	11% of Base Salary		
30 years	11.5% of Base Salary		

Educational Incentive	
AA (or Junior Status)	3%
BA or BS, MA, PhD	
for Sergeants and Officers	5%
for Assistant Chiefs and Commanders	6%

TEAMSTERS LOCAL 117

	2019 Step and Annual Salary Schedule					
Position	Range	A	В	C	D	E
Maintenance Worker 1	17	\$45,744	\$48,048	\$50,460	\$53,100	\$55,704
Water Meter Reader 2	21	50,460	53,100	55,704	58,488	61,296
Maintenance Worker 2	21	50,460	53,100	55,704	58,488	61,296
Maintenance Worker 3	25	55,704	58,488	61,296	64,512	67,728
Water Meter Reader 3	25	55,704	58,488	61,296	64,512	67,728
Mechanic 2	28	60,120	63,024	66,156	69,504	72,900
Riverbend Mechanic 2	28	60,120	63,024	66,156	69,504	72,900
Maintenance Worker 4	29	61,296	64,512	67,728	71,256	74,808
Communications Technician 2	30	63,024	66,156	69,504	72,900	76,500
HVAC Technician	31	64,512	67,728	71,256	74,808	78,516
Maintenance Technician	31	64,512	67,728	71,256	74,808	78,516
Senior Mechanic	32	66,156	69,504	72,900	76,500	80,340
Field Supervisor	34	69,504	72,900	76,500	80,340	84,576
SCADA Technician	34	69,504	72,900	76,500	80,340	84,576

Number of employees as of January 1, 2019: 156 (Includes vacant positions)

Contract Expiration: December 31, 2019

Longevity Schedule			
5 years	1% of Base Salary		
10 years	2% of Base Salary		
15 years	3% of Base Salary		
20 years	4% of Base Salary		

HUMAN SERVICES AGENCY CONTRACTS

	2019	2020
ANEW		
Construction Trades	\$10,000	\$10,000
ASIAN COUNSELING AND REFERRAL SERVICE		
Mental Health Program	10,000	10,000
BRIDGE DISABILITY MINISTRIES		
Meyer Medical Equipment Center	5,000	5,000
CATHOLIC COMMUNITY SERVICES		
Emergency Assistance	10,000	10,000
HOME and WHOME	65,000	65,000
Katherine's and Rita's Houses	13,000	13,000
Kent Community Engagement Center	30,000	30,000
Volunteer Services	11,000	11,000
CHILD CARE RESOURCES		
Child Care Financial Assistance	35,000	35,000
Homeless Child Care	10,000	10,000
CHILDREN'S HOME SOCIETY OF WASHINGTON		
South King County Family Resource Center	10,000	10,000
	,	,
CHILDREN'S THERAPY CENTER	50.000	50.000
Pediatric Therapy for Children with Special Needs	50,000	50,000
COALITION FOR REFUGEES FROM BURMA		
Kent Youth Education Program	15,000	15,000
COMMUNITIES IN SCHOOLS OF KENT		
Commmunities In Schools Mentoring Program	35,000	35,000
	,	,
CRISIS CONNECTIONS	7.500	7.500
Teen Link Crisis Line	7,500	7,500
King County 2-1-1	5,000 5,000	5,000 5,000
King County 2-1-1	3,000	3,000
DOMESTIC ABUSE WOMEN'S NETWORK (DAWN)		
Community Advocates	33,000	33,000
Housing	30,000	30,000
Prevention / Children's Programming	5,000	5,000
HEALTHPOINT		
Primary Dental Care	15,000	15,000
Primary Medical Care	15,000	15,000
HOSPITALITY HOUSE		
Women's Shelter	10,000	10,000
	, - 3 -	· - , -

HUMAN SERVICES AGENCY CONTRACTS

	2019	2020
JEWISH FAMILY SERVICES Refugee & Immigrant Service Centers	20,000	20,000
KENT FOOD BANK AND EMERGENCY SERVICES Food and Emergency Services	70,000	70,000
KENT YOUTH AND FAMILY SERVICES After School Program Behavioral Health Programs Early Learning Watson Manor Transitional Living Program	15,000 75,000 25,500 15,000	15,000 75,000 25,500 15,000
KING COUNTY BAR FOUNDATION Pro Bono Legal Services	12,000	12,000
KING COUNTY SEXUAL ASSAULT RESOURCE CENTER Comprehensive Sexual Assault Services	25,000	25,000
LUTHERAN COMMUNITY SERVICES NW Refugees Northwest Counseling	15,000	15,000
MOTHER AFRICA SAFARI- building Sustainable Alliances for African Refugee and Immigrants	15,000	15,000
MULTI-SERVICE CENTER Housing Continuum Rent & Emergency Assistance	120,000 60,000	120,000 60,000
NEIGHBORHOOD HOUSE Employment and Family Self Sufficiency	15,000	15,000
NEXUS YOUTH & FAMILIES Arcadia House	10,000	10,000
OPEN DOORS FOR MULTICULTURAL FAMILIES Multicultural Family Support	15,000	15,000
PARTNER IN EMPLOYMENT Employment and Training	10,000	10,000
PEDIATRIC INTERIM CARE CENTER INC Interim Care of Drug-Exposed Infants	10,000	10,000
PUGET SOUND TRAINING CENTER Pathways to Self-Sufficiency: Adult Employment & Training	6,500	6,500
SEATTLE FOUNDATION Neighbor to Neighbor (N2N) Kent capacity building program	15,000	15,000

HUMAN SERVICES AGENCY CONTRACTS

	2019	2020
SEATTLE KING COUNTY DEPARTMENT OF PUBLIC HEALTH Mobile Medical Van	15,000	15,000
SOMALI YOUTH AND FAMILY CLUB Support Program	10,000	10,000
SOUND (FORMERLY SOUND MENTAL HEALTH) PATH Outreach to Homeless	12,000	12,000
SOUND GENERATIONS Volunteer Transportation	12,000	12,000
St. Stephen Housing Association	15,000	15,000
ST. VINCENT DE PAUL Centro Rendu Holy Spirit	23,000 10,000	23,000 10,000
UKRAINIAN COMMUNITY CENTER OF WASHINGTON Case Management for Russian/Ukrainian Refugees	15,000	15,000
VALLEY CITIES COUNSELING AND CONSULTATION Senior Counseling at Kent Senior Center	32,000	32,000
WEST AFRICAN COMMUNITY COUNCIL WACC Immigration Legal Program	15,000	15,000
YWCA SEATTLE KING SNOHOMISH Anita Vista	20,000	20,000
EMERGING NEEDS TBD	34,890	65,570
Grand Total	\$1,197,390	\$1,228,070

Vendor/Contract	2019	2020
Multimedia		
ADOBE SYSTEMS, INC.		
Adobe Creative Cloud	\$7,114	\$7,825
CONTINGENCY		
Equipment Repairs (Cameras, VCRs) Folder, Cutter, Numbering Machine	4,659 3,061	5,124 3,367
-	3,001	3,307
MARK ANDY (FORMERLY PRESSTEK) 2-Color Press	4,780	5,258
Replace Platemaker Rollers Yearly	3,653	4,018
MEDIA CONTROL SYSTEMS		
Tightrope Media Systems	1,815	1,869
Total for Multimedia	\$25,082	\$27,463
		. ,
System Services		
ACCELA (FORMERLY IQM2)		
MinuteTraq/MediaTraq Maint	\$21,616	\$23,778
ACTIVE NETWORK		
Payment Manager/Class (Escom) Parks Registration S.W.	7,489	8,238
AEIGIS ITS INC		
Centracs Traffic Signal Management System	18,695	20,564
ARTICULATE		
Learning Module Creator	2,858	3,144
BOTTOMLINE TECHNOLOGIES		
Optio eCI (JDE Paper Checks Creator)	11,300	12,464
CCG SYSTEMS		
Fleet Mgmt. Software-Faster	14,007	15,407
CITRIX (STRUCTURED COMM.)	42.060	45.246
Citrix Annual Maintenance (XenApp Support on 125 Citrix cals)	13,860	15,246
CONTINGENCY	10.065	21.062
Miscellaneous	19,965	21,962
CUES (GRANITE XP) Shape Dipoling Inspection Software	E 003	E E02
Shops Pipeline Inspection Software	5,083	5,592
DLT SOLUTIONS AutoCAD LT Government Subscription	004	1 000
AutoCAD LT Government Subscription Autodesk Auto CAD LT	984 244	1,082 269

Vendor/Contract	2019	2020
eRANGE INC Technical Support 365 Days	402	442
EA Agreement	130,050	120,050
GOVERNMENTJOBS.COM (NEOGOV) Technical Support 365 Days Neogov Insight Subscription	13,740 8,083	15,114 8,891
GRANICUS eAlerts - Communications Cloud Saas	23,100	25,410
PROFESSIONAL SERV./EAPPRAISAL-LEVEL 1 AND LMS Annual Maint. Professional Serv./eAppraisal-Level 1 and LMS	100,486	110,535
HARRIS (FORMERLY DATANOW) Idaho Computer (Utility Billing)	9,659	10,624
IDERA, INC. SQL Compliance Manager	4,133	4,546
ITEXT SOFTWARE CORP iTextShart (PDF Creator for DEV apps)	1,848	2,033
LASERFICHE Laserfiche Rio Public Portal for 2 LF Servers	11,495	12,645
LEADSONLINE.COM Subscription Service-Pawn Shop Leads	11,110	12,221
MSDSonline MSDSonline	4,415	4,857
PAGEFREEZER WA Sate Compliance Bundle (Web & Social Media)	5,686	6,254
PORTLAND PRECISION INSTRUMENTS (PPI) Revue Extreme maintenance/Bluebeam License Subscription/Bludbeen Studio prime Level 1 (100 user)	8,118	8,930
PLURALSIGHT, LLC Technology Learning Platform - Licenses	7,975	8,773
RIMINI STREET JDE/OneWorld S.W ERP (Oracle App Application) KIVA Oracle DB Database Enterprise Edition	71,499 32,032	78,649 35,235
SELECTRON TECH. Inspection Scheduling (IVR)	10,225	11,247

Vendor/Contract	2019	2020
SYNAPTEC SOFTWARE Prosecution Case Management System (LawBase)	5,082	5,590
TECHSOL DBA RIPPLESTONE Server License	5,082	5,590
TMA SYSTEMS Annual Client Support	4,392	4,831
TRI-TEC COMMUNICATIONS, INC. Tiburon Police System	153,797	169,177
VERIPIC Digital Asset Mgmt. Software-PD	21,181	23,299
VERTEX Quantum Payroll Tax Software	10,483	11,532
VISION INTERNET Web Content Mgmt S.W-CMS Replacement Project	11,495	12,645
WEB QA Self Service Web Portal/FOIA/Gov QA	22,587	24,846
		¢064 700
Total for System Services	\$804,255	\$861,708
Total for System Services Technical Services	\$804,255	\$861,708
	\$804,255 \$83,753	\$92,129
Technical Services ALLIED TELESIS		
Technical Services ALLIED TELESIS Service & Support Maintenance / Network Equipment 1 year ASTRAL COMMUNICATIONS	\$83,753	\$92,129
Technical Services ALLIED TELESIS Service & Support Maintenance / Network Equipment 1 year ASTRAL COMMUNICATIONS AirVantage Management Service (AVMS) CARAHSOFT TECH CORPORATION	\$83,753 2,230	\$92,129 2,453
Technical Services ALLIED TELESIS Service & Support Maintenance / Network Equipment 1 year ASTRAL COMMUNICATIONS AirVantage Management Service (AVMS) CARAHSOFT TECH CORPORATION iVanti Service Manager - Service Desk Saas CDW-G (REPLACES RIGHTSYSTEMS) Aruba Wireless Network	\$83,753 2,230 31,815 12,705	\$92,129 2,453 34,996 13,976
Technical Services ALLIED TELESIS Service & Support Maintenance / Network Equipment 1 year ASTRAL COMMUNICATIONS AirVantage Management Service (AVMS) CARAHSOFT TECH CORPORATION iVanti Service Manager - Service Desk Saas CDW-G (REPLACES RIGHTSYSTEMS) Aruba Wireless Network Palo Alto Threat Prevention/Filtering & Hardware Mtc. CENTURYLINK (REPLACES TRI-TEC COMM) Loyalty Advantage Agreement	\$83,753 2,230 31,815 12,705 5,536 154,000	\$92,129 2,453 34,996 13,976 6,089 169,400

DPE SYSTEMS, INC. DPE E18&E18x Expansion Box 3yr Renewal ELECSYS INTERNATIONAL Radix Meter Readers Maintenance/Handheld Meters EPLUS TECHNOLOGY, INC. Pure Storage annual support & maintenance Okta Single Sign-On HTTPWATCH (SIMTEC LTD) HTTP Watch - 10x Professional Four User Team License 1 yr Support	5,552 4,501 33,759 6,019 2,389	6,108 4,951 37,135 6,620
DPE E18&E18x Expansion Box 3yr Renewal ELECSYS INTERNATIONAL Radix Meter Readers Maintenance/Handheld Meters PLUS TECHNOLOGY, INC. Pure Storage annual support & maintenance Okta Single Sign-On HTTPWATCH (SIMTEC LTD)	4,501 33,759 6,019	4,951 37,135 6,620
Radix Meter Readers Maintenance/Handheld Meters PLUS TECHNOLOGY, INC. Pure Storage annual support & maintenance Okta Single Sign-On HTTPWATCH (SIMTEC LTD)	33,759 6,019	37,135 6,620
PLUS TECHNOLOGY, INC. Pure Storage annual support & maintenance Okta Single Sign-On HTTPWATCH (SIMTEC LTD)	33,759 6,019	37,135 6,620
Pure Storage annual support & maintenance Okta Single Sign-On HTTPWATCH (SIMTEC LTD)	6,019	6,620
Okta Single Sign-On HTTPWATCH (SIMTEC LTD)	6,019	6,620
HTTPWATCH (SIMTEC LTD)		·
	2,389	
HTTP Watch - 10x Professional Four User Team License 1 vr Support	2,389	
Titti wateri Tox Froressionali oui osel Tealii Licelise Tyl support		2,628
DENTITY FORMATION (FORMERLY 2FA)		
Security Solution	9,654	10,620
AM SOFTWARE		
Treesize Professional-5-User Lic Mtc. (JAM Software) - 2 yr renewal	143	157
CCIT - KING COUNTY FINANCE		
Internet Services (Institutional Network Services Contract)	41,000	45,100
KNOWBE4, INC.		
Security Awareness Training	13,130	14,443
ANSWEEPER/CLEVERBRIDGE		
Network Inventory, Asset Management, Deployment Software Subscription	1,324	1,457
UCID SOFTWARE, INC.		
LucidChart licenses	24,922	27,414
NetMotion (formerly CDW-G)		
NetMotion Maintenance Renewal - Mobility & Locality	29,440	32,384
NETWORK 2000		
HP Hardware Annual Maintenace	33,192	36,511
NETWRIX CORPORATION		
Active Directory	4,247	4,672
NUOZ CORP (NW NEXUS dba UNISOFT)		
Horizon VMWare 100 Addon & 1 Yr Maint	7,080	7,788
11 vSphere Licenses yearly maintenance renewal	44,076	48,483
PLANVIEW, INC. (FORMERLY INNOTAS)		
Innotas Licenses	7,638	8,401
PRESIDIO NETWORK SOLUTIONS		
Cisco SMARTnet	2,862	3,148
Commvault Maintenance (Data Backup)	48,909	53,800
Nimble CS-220 yearly Maintenance Sabey Core Router & Fiber Channel Switches	7,443 2,023	8,188 2,226

Vendor/Contract	2019	2020
RFI COMMUNICATIONS		
ProWatch Annual Support	8,324	9,156
SAVVIUS (FORMERLY WILDPACKETS)		
OmniPeek Professional 36 month maintenance	2,145	2,360
SHI		
Bomgar Software & Maintenance	21,517	23,668
SOFTWAREONE, INC. (formerly COMPUCOM)		
Microsoft Enterprise Agreement	417,861	459,647
Software Assurance Renewal - 3 yr	-	1,035
SOLARWINDS		
Nework Monitoring Product Suite	31,649	34,814
TELARUS (CONNECTIONS)		
VX Tracker, Voice Management System Annual Support	2,814	3,095
TREBON		
Sophos Security/Data Protection	29,058	31,964
VERTIV (FORMERLY EMERSON NETWORK LIEBERT GLOBAL SERV.)		
UPS Annual Maintenance Renewal (City Hall & Fire Sta. 74)	44,494	48,944
ZOHO CORP.		
Password Manager Pro Premium Edition 5 Admins	1,688	1,857
Total for Technical Services	\$1,237,459	\$1,362,240
Grand Total	\$2,066,796	\$2,251,411

VEHICLE REPLACEMENTS

Vehicle Description	2019	2020
Parks, Recreation and Community Services		
FACILITIES		
John Deere Mower	\$6,000	
John Deere Mower	6,000	
2001 John Deere 1445	28,000	
PARKS MAINTENANCE		
2003 New Holland TC33D Tractor		36,000
2002 Dodge Ram 2500		35,000
2006 Toro 328-D	65,000	
2006 Toro 328-D		65,000
2007 Toro Workman 4300	32,000	
2000 John Deere 4200		46,500
1998 Chevy C30 Flatbed	45,000	
1997 Chevy C30 Crew Cab		50,000
1997 Ford F250 Pickup	35,000	
1999 Case 580SL	70,000	
1999 GMC Sonoma	32,000	
2001 Grumman Walk-In Van		53,500
2000 Toro 5020	15,000	
1989 Chevy C10 Pickup	32,000	
1994 Chevy C30 Flatbed	45,000	
1999 Dodge D250 Pickup	35,000	
1997 Chevy S-10 Pickup	27,000	
1997 Ford F350 Flatbed	45,000	
Police		
PATROL		
2008 Ford Crown Victoria		65,000
2010 Chevrolet Tahoe	65,000	
2012 Chevrolet Tahoe	65,000	
2013 Chevrolet Tahoe		65,000
2012 Chevrolet Tahoe	65,000	
2010 Chevrolet Tahoe	65,000	
2012 Chevrolet Tahoe		65,000

VEHICLE REPLACEMENTS

Vehicle Description	2019	2020
Police		
CRIME PREVENTION UNIT 2008 Chevy Malibu	45,000	
INVESTIGATIONS 2007 Chevy Impala 2008 Chevy Impala 2010 Chevy Impala	55,000	45,000 55,000
Public Works		
DRAINAGE OPERATIONS 2005 Interna 7600 SBA 6x4 1992 Ford Ranger 2000 Ford Taurus		267,500 35,000 35,000
FLEET MAINTENANCE	21.500	
1998 Ford Winstar	31,500	
SEWER OPERATIONS 2006 Interna Vactor Sewer Cleaner	529,500	
STREET MAINTENANCE		
1995 Swenson EV100-10-48	62,500	
1996 Tenco TC-120	31,500	
1996 Swenson EV100-10-48	62,500	
1999 Swenson EV100-10-48	62,500	
1998 Tenco TC-120	31,500	
1988 Swenson EV100-10-48	62,500	
1995 KZ SKIDMTD 1000 1998 Tenco TC-120	52,500	
	31,500	
2002 Northstar Sprayer Skid 2004 Interna 7600 SBA 6x4	47,500	267,500
2003 Trail King TK40RB	65,000	207,300
2006 Tenco TC-120	31,500	
2006 Interna 7600 SBA 6x4	31,500	267,500
2008 Swenson EV100-13-82-56		62,500
2008 Tenco TCP-10-T-42-E2		31,500

VEHICLE REPLACEMENTS

Vehicle Description	2019	2020
Public Works		
WAREHOUSE 2002 Clarklift CMP-30 Forklift		53,000
WATER OPERATIONS 2005 Interna 7600 SBA 6x4		267,500
Motor Pool		
GENERAL USE		
2000 Ford Taurus		45,000
1999 Ford Taurus		45,000
CONSTRUCTION EQUIPMENT		
1975 Ford F750 Dump Truck	325,000	
Grand Total	\$2,500,000	\$2,500,000

BUDGET ADOPTION ORDINANCE

ORDINANCE NO. 4296

AN ORDINANCE of the City Council of the City of Kent, Washington, relating to budgets and finance and adopting the final 2019-2020 biennial budget.

RECITALS

- A. Tax estimates and the preliminary budget for the City of Kent, Washington, for the 2019-2020 biennial years have been prepared and filed as provided by law, and the budget has been printed and distributed.
- B. Notice has been published in the official paper of the City of Kent setting the time and place for public hearings on the budget. The notice also stated that all taxpayers calling at the Office of the City Clerk would be furnished a copy of the 2019-2020 biennial budget.
- C. Public hearings were held on September 18, 2018, and October 16, 2018.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF KENT, WASHINGTON, DOES HEREBY ORDAIN AS FOLLOWS:

2019-2020 Biennial Budget Adoption Ordinance

BUDGET ADOPTION ORDINANCE

ORDINANCE

SECTION 1. – <u>Budget Adoption</u>. Pursuant to RCW 35A.34.120, the budget for the 2019-2020 biennium, as summarized in Exhibit "A" and as set forth in the 2019-2020 biennial Preliminary Comprehensive Budget, which is on file with the city clerk and which is amended by Exhibit "B," all of which are incorporated into this ordinance by this reference, is hereby adopted in the amounts and for the purposes established in that budget as the final budget for the City's 2019-2020 biennium.

SECTION 2. - <u>Transmittal</u>. The finance director shall transmit a complete copy of the final adopted budget to the Division of Municipal Corporations in the Office of the State Auditor and to the Association of Washington Cities.

SECTION 3. – <u>Budget Administration</u>. City administration shall administer the biennial budget and may authorize expenditures, appropriations, and transfers pursuant to RCW 35A.34.200 and as otherwise provided by law.

SECTION 4. - Severability. If any one or more section, subsection, or sentence of this ordinance is held to be unconstitutional or invalid, such decision shall not affect the validity of the remaining portion of this ordinance and the same shall remain in full force and effect.

SECTION 5. – <u>Corrections by City Clerk or Code Reviser</u>. Upon approval of the city attorney, the clerk and the code reviser are authorized to make necessary corrections to this ordinance, including the correction of clerical errors; ordinance, section, or subsection numbering or lettering; or references to other local, state, or federal laws, code, or regulations.

2019-2020 Biennial Budget Adoption Ordinance

BUDGET ADOPTION ORDINANCE

SECTION 6. - Effective Date. This ordinance shall take effect and be in force January 1, 2019, which is more than five days after its publication, as provided by law.

DANA RALPH, MAYOR

ATTEST:

KIMBERLEY A. KOMOTO, CITY CLERK

November 20, 2018
Date Approved

November 20, 2018

Date Adopted

November 23, 2018

Date Published

APPROVED AS TO FORM:

ARTHUR "PAT" FITZPATRICK, CITY ATTORNEY

BUDGET ADOPTION ORDINANCE—EXHIBIT A

	2019 Proposed Expenditures	2020 Proposed Expenditures
Governmental Funds	_	
General Fund	107,690,250	106,361,540
Special Revenue Funds		
Street Operating Fund	17,645,420	18,025,920
LEOFF1 Retiree Benefits Fund	1,423,000	1,449,710
Lodging Tax Fund	291,190	294,400
Youth / Teen Fund	957,730	956,010
Capital Resources Fund	20,591,850	18,152,000
Criminal Justice Fund	5,869,960	6,057,350
Housing and Community Dev Fund	1,175,190	1,175,190
City Arts Program Fund	112,670	108,100
ShoWare Operating Fund	1,423,790	1,124,830
Debt Service Funds		
Non-Voted Debt Service Fund	9,764,390	8,641,810
Special Assessments Fund	1,119,460	784,160
Capital Projects Funds		
Street Capital Projects Fund	7,103,340	6,869,980
Parks Capital Projects Fund	3,341,000	3,369,000
Other Capital Projects Fund	56,610	42,780
Technology Capital Projects Fund	2,250,000	2,250,000
Facilities Capital Projects Fund	2,350,000	2,000,000
Proprietary Funds		
Enterprise Funds		
Water Fund	49,342,500	33,601,390
Sewer Fund	32,168,150	32,411,620
Drainage Fund	43,380,150	31,366,120
Solid Waste Fund	600,350	622,420
Golf Complex Fund	3,050,790	5,532,110
Internal Service Funds		
Fleet Services Fund	7,930,660	6,088,490
Central Services Fund		
Central Stores	387,290	395,040
Information Technology	9,079,150	9,658,590
Facilities Fund	5,838,450	5,867,350
Insurance Fund		
Unemployment	173,610	174,510
Workers Compensation	1,456,980	1,469,450
Health and Employee Wellness	14,898,160	15,345,100
Liability Insurance	2,017,600	2,036,120
Property Insurance	566,610	566,510
Total Gross Budget	354,056,300	322,797,600

BUDGET ADOPTION ORDINANCE—EXHIBIT B

	2019	2019	2020	2020
	Revenues	Expenditures	Revenues	Expenditures
Governmental Funds		_		_
General Fund	107,718,120	107,718,120	106,315,370	106,315,370
Parking Enf Officer .75FTE to 1.0FTE	14,000	15,730	16,170	16,170
Finance Admin Asst 2 (1.0)FTE	(41,870)	(73,600)		
Communications Training		30,000	30,000	30,000
	107,690,250	107,690,250	106,361,540	106,361,540
Special Revenue Funds	17.645.420	17.645.420	10.025.020	10.025.020
Street Operating Fund	17,645,420	17,645,420	18,025,920	18,025,920
LEOFF1 Retiree Benefits Fund	1,179,590	1,423,000	1,202,950	1,449,710
Lodging Tax Fund	294,830	291,190	300,670	294,400
Youth / Teen Fund	957,730	957,730	956,010	956,010
Capital Resources Fund	16,194,310	20,591,850	15,529,980	18,152,000
Criminal Justice Fund	6,300,130	5,869,960	6,500,700	6,057,350
Housing and Community Dev Fund	1,175,190	1,175,190	1,175,190	1,175,190
City Arts Program Fund	112,670	112,670	108,100	108,100
ShoWare Operating Fund	1,150,000	1,423,790	1,150,000	1,124,830
Debt Service Funds				
Non-Voted Debt Service Fund	10,227,890	9,764,390	9,105,570	8,641,810
Special Assessments Fund	1,305,380	1,119,460	793,180	784,160
Capital Projects Funds				
Street Capital Projects Fund	7,103,340	7,103,340	6,869,980	6,869,980
Parks Capital Projects Fund	3,341,000	3,341,000	3,369,000	3,369,000
Other Capital Projects Fund	1,534,060	56,610	1,570,870	42,780
Technology Capital Projects Fund	2,250,000	2,250,000	2,250,000	2,250,000
Facilities Capital Projects Fund	2,350,000	2,350,000	2,000,000	2,000,000
	2,330,000	2,330,000	2,000,000	2,000,000
Proprietary Funds				
Enterprise Funds				
Water Fund	42,708,060	49,342,500	35,284,880	33,601,390
Sewer Fund	32,320,310	32,168,150	32,579,660	32,411,620
Drainage Fund	37,045,700	43,380,150	32,083,870	31,366,120
Solid Waste Fund	618,810	600,350	631,190	622,420
Golf Complex Fund	2,899,210	3,050,790	5,584,990	5,532,110
Internal Service Funds				
Fleet Services Fund	8,643,070	7,930,660	5,115,460	6,088,490
Central Services Fund				
Central Stores	447,090	387,290	456,010	395,040
Information Technology	9,138,700	9,079,150	8,657,300	9,658,590
Facilities Fund	5,754,880	5,838,450	5,775,070	5,867,350
Insurance Fund				
Unemployment	121,700	173,610	121,700	174,510
Workers Compensation	1,094,000	1,456,980	1,094,000	1,469,450
Health and Employee Wellness	15,052,030	14,898,160	15,789,180	15,345,100
Liability Insurance	1,810,690	2,017,600	2,171,640	2,036,120
Property Insurance	565,920	566,610	565,920	566,510
Total Gross Budget	339,031,960	354,056,300	323,180,530	322,797,600

PROPERTY TAX ORDINANCE

ORDINANCE NO. 4294

AN ORDINANCE of the City Council of the City of Kent, Washington, levying 2018 property taxes for the 2019 biennial budget for the City of Kent.

RECITALS

- A. Pursuant to RCW 84.55.120 and after providing all appropriate notice, the City Council held public hearings on September 18, 2018, and October 16, 2018, to consider the City of Kent's budget for 2019, to address the City's property tax levy to be imposed in 2018 for collection in 2019, and to review revenues and limit factors.
- B. In accordance with RCW 84.55.120, any increase in property tax revenue other than that resulting from the addition of new construction and improvements to property, annexations, and any increase in the value of state-assessed property and the refund fund levy, requires the adoption of a separate ordinance specifically authorizing the increase in terms of both dollars and percentage.
- C. Pursuant to RCW 84.52.010 and WAC 458-19-020, taxes shall be levied in specific dollar amounts.

1 Property Tax Levied (1%) 2019 Budget Ordinance

PROPERTY TAX ORDINANCE

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF KENT, WASHINGTON, DOES HEREBY ORDAIN AS FOLLOWS:

ORDINANCE

<u>SECTION 1.</u> - <u>Recitals Incorporated</u>. The foregoing recitals are incorporated into this ordinance.

SECTION 2. – <u>Property Tax Levied</u>. There is hereby levied against the assessed value of the property in the City of Kent, Washington, a tax for the City's 2019 budget in the following amount for the General Fund, for the purpose of paying the general expenses of municipal government:

Levy per \$1,000 of assessed valuation

 Fund
 (estimated)
 Dollar Amount

 General Fund
 \$1.5006
 \$30,755,540

This property tax levy represents a 1.0% increase over last year as shown below.

2019 Regular Property Tax Levy	\$30,755,540
Less 2018 Regular Property Tax Levy	(30,067,316)
Less New Construction Levy	(342,560)
Less Refund Levy	(44,991)
Property Tax Increase	\$ 300,673
% Change	1.0%

Property Tax Levied (1%)
 2019 Budget Ordinance

PROPERTY TAX ORDINANCE

SECTION 3. - <u>Limitation on Levy</u>. The application of the General Fund levy shall be consistent with and shall not result in tax revenue in excess of the limitation imposed by RCW sections 84.55.010 and 84.55.0101.

SECTION 4. - <u>Severability</u>. If any one or more section, subsection, or sentence of this ordinance is held to be unconstitutional or invalid, such decision shall not affect the validity of the remaining portion of this ordinance and the same shall remain in full force and effect.

SECTION 5. – <u>Corrections by City Clerk or Code Reviser</u>. Upon approval of the city attorney, the city clerk and the code reviser are authorized to make necessary corrections to this ordinance, including the correction of clerical errors; ordinance, section, or subsection numbering; or references to other local, state, or federal laws, codes, rules, or regulations.

SECTION 6. - <u>Effective Date</u>. This ordinance shall take effect and be in force January 1, 2019, which is more than five days after its publication, as provided by law.

DANA RALPH, MAYOR

November 20, 2018 Date Approved

ATTEST:

KIMBERLEY A. KOMOTO, CITY CLERI

November 20, 2018 Date Adopted

November 23, 2018 Date Published

APPROVED AS TO FORM:

ARTHUR "PAT" FITZPATRÍCK, CITY ATTORNEY

3 Property Tax Levied (1%) 2019 Budget Ordinance

Accrual Basis of Accounting	A method of accounting that matches revenues and expenses with the period to which they relate, rather than focusing on actual cash flows. In this method, for example, an asset is depreciated as it is "used up", and the expense is recognized in periodic increments, rather than assuming the asset holds its value until it is actually disposed of.
Adjusted Budget	. The budget as revised through supplemental appropriations approved by Council during the year and included in the annual budget amendment ordinance.
Assessed Valuation	The taxable portion of fair market value of both real and personal property, as determined by the King County Assessors Office.
BARS	. The State of Washington Budget, Accounting and Reporting System required for all governmental entities in the state of Washington.
Benefits	City paid benefits provided for employees such as social security, retirement, worker's compensation, life insurance, medical insurance, and management benefits.
Biennial Budget	. A financial operations plan (budget) spanning two years.
Bond Refinancing	The payoff and re-issuance of bonds to obtain better interest rates and/or bond conditions.
Budget	The financial plan for the operation of a program or organization for the year or for the project through completion. Legal authority and requirements are found in Revised Code of Washington (RCW 35A.33).
Capital Expenditures	Funds spent for the acquisition of a long-term asset.
Capital Facility Plan	. The portion of the Capital Improvement Plan that relates to the City facilities and infrastructure that are planned for under the growth management act and are included in the City of Kent Comprehensive Plan. The plan includes estimated project costs, sources of funding and timing of work over a six-year period.
Capital Improvement Budget	The capital projects approved and funded in the first two years of the adopted Capital Improvement Program
Capital Improvement Program (CIP)	The plan of all capital projects, including those that do not qualify as "facilities" for the Capital Facility Plan, such as large pieces of equipment or vehicles.
Capital Outlay	Fixed assets which have a value of \$5,000 or more and have a useful life of more than three years or assets of any value, if the nature of the item is such that it must be controlled for custody purposes as a fixed asset.

Capital Project	The largely one-time cost for acquisition, construction, improvement, replacement, or renovation of land, structures and improvements thereon. The cost must usually be \$25,000 or more in order to be considered a capital project; amounts under \$25,000 are considered in the operating budget. In addition, equipment is considered a capital project if it is \$25,000 or more in cost.
Capital Reserve	An account used to segregate a portion of the government's equity to be used for future capital program expenditures.
Charges for Services	A revenue category which includes a charge for a specific service. These primarily include park recreation fees, plan check fees, court cost and prisoner work release fees and other miscellaneous fees.
Comprehensive Budget	The comprehensive budget combines both the first two years of the financial plan for the operation of government and the Capital Improvement Budget. Excluded from the operating budget are carry-over capital projects which have been previously approved.
Cost Allocation	Assignment of cost charges from one department that reimburse another department for services received. Some examples are Attorney services, Finance services and Human Resource services.
CPI	Consumer Price Index. A statistical description of price levels provided by the U.S. Department of Labor. The index is used as a measure of the increase in the cost of living.
Debt Service	The annual payment of principal and interest on the City's bonded indebt- edness. Bonds are issued to finance the construction of capital projects such as public buildings, parks, roads, storm sewers and water system improve- ments.
Depreciation	. The loss of asset value over time and usage, recorded as an expense under the full accrual method of accounting.
Designated Fund Balance	Fund balance that is not legally restricted to a specific use, but is nonetheless planned to be used for a particular purpose. For example, the General Fund has a fund balance that is designated for contingency. There is no legal restriction on the use of this fund balance, but it is budgeted to provide financial stability.
Enterprise Fund	A fund used to account for operations that are financed and operated in a manner similar to private business enterprise where the measurement focus is on the cost of providing a service, such as water on a continual basis. Costs are recovered through user charges.
Estimated Actual	An estimate of the year-end balance of a revenue or expenditure account.

Expenditure	. The payment of cash or the transfer of property or services for the purpose
	of acquiring an asset, service or settling a loss.
Expense	. Charges incurred (whether paid immediately or deferred) for proprietary fund operations, maintenance, interest or other charges.
Fees	. A general term used for any charge for services levied by government associated with providing a service, permitting an activity, or imposing a penalty. Major types of fees include business and non-business licenses and user charges.
Fines and Forfeitures	. A revenue category which primarily includes court, police, traffic and parking fines and forfeitures of property.
Fund	.A self-balancing set of accounts with revenues and expenses that are segregated for the purpose of carrying out a specific purpose or activity.
Fund Balance	. Working capital or the net current assets less short term liabilities.
GAAFR	Governmental Accounting, Auditing and Financial Reporting. The "blue book" published by the Municipal Finance Officers Association (now the Government Finance Officers Association) to provide detailed guidance for the application of accounting principals for governments.
GAAP	. Generally Accepted Accounting Principles are standards used for accounting and reporting by both private industry and governments.
GASB	. Government Accounting Standards Board established in 1985 to regulate the rules and standards for all governmental units.
General Fund	. The General Fund is used to account for all of the City's resources except for those resources which are accounted for in a special purpose fund.
General Obligation Bonds	.Bonds for which the full faith and credit of the insuring government are pledged for payment.
IBNR	. Medical expenses <i>Incurred But Not Reported</i> by the claimants to the insurance company.
Intergovernmental Revenue	. Revenue from other governments, primarily from Federal, State and County grants. State shared revenue from liquor profits and tax are also forms of intergovernmental revenue.
LEOFF	Law Enforcement Officers and Firefighters Retirement System provided in the State of Washington.
Licenses and Permits	. Revenue category that includes building permits, business and amusement licenses and any other miscellaneous licenses or permits.
LID	Local Improvement District or Special Assessments made against certain properties to defray part or all of the cost of a specific improvement or service deemed to primarily benefit those properties.

LTGO Bonds	. <i>Limited Tax General Obligation</i> bonds refer to bonds issued with the approval of the Council, as opposed to voted bonds which must be approved by vote of the public. LTGO bonds must not exceed 1.5 percent of the assessed valuation. The total of LTGO and voted bonds must not exceed 2.5 percent of assessed valuation per State R.C.W.
Miscellaneous Revenue	. A revenue category that basically includes leases and rentals of the various city facilities, Senior Center donations plus other revenue such as pay phone revenue.
Modified Accrual	. A basis of accounting in which revenues are recognized when available and measurable and expenditures are recorded in the period the liabilities are incurred.
Net Budget	. The net budget eliminates double counting of the budget by excluding fund transfers and internal service charges such as interfund equipment rental and insurance charges. The net budget represents the true level of spending in the budget.
Object of Expenditure	. Expenditure classifications based upon the types or categories of goods and services purchased. Typical objects of expenditure include salaries and wages, benefits, supplies, contracted services and capital outlay.
Operating Budget	. An operations plan, expressed in financial terms, whereby an operating program is funded for a single year. Per state law, operating budgets lapse at year-end.
Operating Expense	. Those costs including expenditures for salaries and wages, benefits, supplies, services and charges which are necessary to support the primary services of the organization. For example, telephones, printing and motor pool charges, and office supplies are operating expenses.
Organization	. A major organizational unit usually responsible for carrying out a major component of department or program responsibilities.
PERS	. Public Employees Retirement System provided for employees other than Police and Fire by the State of Washington.
Preliminary Actual	The balance of revenue or expenditure accounts at year-end, but before the final closing of the City's books. This will usually be close to the final actual amounts, but may not include all accruals or other adjustments.
Proposed Budget	.The Mayor's recommended budget submitted to the City Council and the public for approval in October of each year.
Reserved Fund Balance	.Those portions of fund balance that are not appropriable for expenditure or that are legally segregated for a specific future use.

Reserves (Fund)	. The unencumbered year-end balance of revenue less expenditures in governmental funds.
Restricted Fund Balance	The portion of working capital that is not available for general expenditure. The balance is maintained for a specific designated use.
Revenue	. Income received by the City in support of its program of services to the community. It includes such items as property taxes, fees, user charges, grants, fines, interest income and other miscellaneous revenue.
Revenue Bonds	. Bond issued pledging future revenues, usually water, sewer, or drainage charges to cover debt payments in addition to operating costs.
Salaries and Wages	. A majority of City employees are paid a monthly salary based on an annual standard work year consisting of 2,080 hours. Some types of positions are paid hourly wages based on the prevailing wage scale.
Supplemental Appropriation	. An appropriation approved by the Council after the initial budget appropriation. Supplemental appropriations are approved by Council during the year and an annual budget amendment ordinance is approved in December of each year.
Unreserved Fund Balance	. The difference between fund assets and fund liabilities of governmental or similar trust funds that is available for general expenditures.
User Charges	. The amount the government receives for the provision of services and commodities, or the performance of specific services benefiting the entity charged. User charges tend to be voluntary in nature, in contrast to mandatory property and income taxes. Citizens only pay user charges when a specific service is received.
Working Capital	. The year-end balance of current assets less current liabilities in the Enter- prise and Internal Service Funds. The unencumbered balance at year-end is available for appropriation in the next year's budget.

This page left intentionally blank.